



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

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The Thirtieth Legislature, State of Hawaii
The Senate
Committee on Ways and Means

Testimony by
Hawaii Government Employees Association

March 28, 2019


H.B. 157, H.D. 1, S.D. 1 –
RELATING TO COLLECTIVE BARGAINING

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the purpose and intent of H.B. 157, H.D. 1, S.D. 1 which codifies the types of employee information that government agencies must disclose to Exclusive Representatives and requires prompt transmittal of information regarding new hire employees.

By law, Exclusive Representatives must represent every employee in a bargaining unit, regardless of the employee's membership status. In order to provide timely and responsive service, it is appropriate for all Exclusive Representatives to have pertinent employment information, the ability to physically locate and access employees, and timely transmittals about new employees we must represent. It is important to note that since we represent employees within every jurisdiction of state and county government, the vast majority of Employers already provide us with this comprehensive list of information; therefore, we view this amendment as a housekeeping measure.

Thank you for the opportunity to testify in strong support of H.B. 157, H.D. 1, S.D. 1.

Respectfully submitted,


for Randy Perreira
Executive Director



O'ahu County Democrats
oahudemocrats.org



Aloha Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Ways and Means Committee,

RE: HB157 HD1 SD1, Relating to Collective Bargaining.

I write in support of House Bill 157 House Draft 1, Senate Draft 1. This bill seeks to increase the timely availability of new employee information to be provided to their exclusive representatives upon written request.

The O'ahu County Democrats is "the party of working people in Hawaii", per our Platform. Our status is qualified with our support to "protect employees' rights to organize and bargain collectively with their employers." At its essence, HB157 HD1 SD1 is in full accord with this goal, and not to the detriment of any others. This bill is a win for worker protection.

Again, the O'ahu County Democrats is in strong support of its union sisters and brothers. The foundation of a strong working class is the power of a union, achieved through collective bargaining. Therefore, HB157 HD1 SD1 seems a prudent step for the future of Hawaii.

Thank you for this opportunity to testify in support.

Respectfully,

Dylan P. Armstrong, Vice Chair
O'ahu County Committee, O'ahu County Democrats

LATE

DAVID Y. IGE
GOVERNOR



DR. CHRISTINA M. KISHIMOTO
SUPERINTENDENT

STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 03/28/2019
Time: 10:15 AM
Location: 211
Committee: Senate Ways and Means

Department: Education

Person Testifying: Dr. Christina M. Kishimoto, Superintendent of Education

Title of Bill: HB 0157, HD1, SD1 RELATING TO COLLECTIVE BARGAINING.

Purpose of Bill: Expands the types of employee information government agencies must disclose, upon written request, to employee exclusive representatives. Requires that information regarding new hire employees under collective bargaining disclosure requirements be provided to the appropriate exclusive representatives within an unspecified payroll period. Takes effect on 10/1/2019. (SD1)

Department's Position:

The Department of Education ("Department") respectfully provides comments on HB 157, HD1, SD 1.

Although HB 157, HD 1, SD 1 deleted the specified period of time (within "one" payroll period") in which information regarding new hire employees is to be provided to the appropriate exclusive representatives, the amendment does not solve the overall concern of the Department that it may not be able to meet the yet to-be-determined statutory deadline on a regular basis, especially during the start of the school year when most new hires begin employment.

In addition, the proposed requirement for the employer to provide the exclusive representative with the physical worksite address, date of change of physical worksite address, and the worksite telephone number of employees within a particular bargaining unit(s) is not possible for all employees. Such detailed worksite information is not available as part of the centralized record and transaction database for state offices and district offices. Although pay warrant location is available, often times employees employed in state and/or district positions provide services to a specific school or schools. The physical worksite location may change depending upon the needs of the students and schools. The physical location is not tracked as part of the centralized recording keeping.

Finally, the proposed additional requirement to provide the exclusive representative with the organization structure, including name and codes for department, division, branch, section, and unit, or equivalent, as applicable, is information already provided to the exclusive

representatives on an annual basis through the consultation process regarding the annual plan of organization. Through this process, changes in organization structure and positions that have occurred throughout the school year are captured as of June 30 annually.

Thank you for the opportunity to provide testimony on this measure.

The Hawaii State Department of Education seeks to advance the goals of the Strategic Plan which is focused on student success, staff success, and successful systems of support. This is achieved through targeted work around three impact strategies: school design, student voice, and teacher collaboration. Detailed information is available at www.hawaiipublicschools.org.